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KIMSEY, HERMAN E. 61555

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MARIAN MR. HERMAN E. KIMSEY Washington, D.C.

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DOSEPH F. MARZEN
Acting Chief, TSS/GARD

CHARLES J. RYAN AC/TSS/AUTH

78 17 3

WE ATTACHED MEMORANDUN

G-3467 10 January 1956

MEMORANDUM FOR:

Chief, TSS Administrative Staff

SUBJECT

Request for Promotion - Herman E, Kimsey

1. It is requested that Herman E. Kimsey be promoted from GS-12 to GS-13. Mr. Kimsey has been in grade for over 18 months. Mr. Kimsey has been Chief of the A&R Section of GARD for over 22 months. During this time he has exhibited ability in conducting and managing the activities of his branch. Mr. Kimsey is a Questioned Documents Analyst and is well-fitted to perform the duties required of the A&R Branch.

2. It is recommended that Mr. Kimsey be promoted to GS-13.

JOSEPH F. MARZEN Acting Chief, ESS/GARD

Distribution:

Addressee

1 - TSS/SRB

1 - TSS/GARD/file

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DD/P

PERSONNEL DATA SHEET

NAME: KIMSEY, Herman F.

AGE:

39 years

27 May 1955

STATION Westington, D.C. AND DUTIES: 10 Tech Aids

DD/P UNIT:

PRIMARY CAREER DESIGNATION:

PRESENT GRADE: GE-11 PROPOSED GRADE: 00-12

PRESENT T/O SLOT

EY 92

CIA TRAINING:

NUMBER AND GRADE:

PROPOSED T/O SLOT NUMBER AND GRADE:

GS-12

EDUCATION: Two years college - no degree

LANGUAGE PROFICIENCY:

Jopanese - slight

ASSESSED:

DATE:

TYPE OF POSITION:

RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SEU-CGS):

ibl - '43 - Military Service

'Lh - 'h5 - Mc Cloud River Lbr. Co., Brakeman, 21.10 p/h

146 - 148 - U.S. Forest Service, Carp Administrator

118 - 151 - Military Service

SUMMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:

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RECOMMENDED BY:

CHARLIS YECH, JR. Chief, TSS/GARB

CONCURRENCES:

RECOMMENDATION OF CAREER SERVICE BOARD: Mr. Kimsey has been acting thref of the Analysis and Research Eranch of 6.20 for over 12 months and during this time has exhibited shility in conducting and directing the activities of this Prench. Er. Kinsey is a professional document analyst and is very well fittle to refrential duties abhuried of the Analysis and Research Pranch, tota in its connections as Quality Con rol for GARD document production and as Landwriting Typewriter and Felsification analyst. Request that in the foregoing, Tr. Kimsey be promoted to CC-12 th the .

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Subject continues to perform his duties as Supervisor of Engineering complex A&R activities in a competent manner. His knowledge of the identical aspects of his Sections' many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

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Herman Edward Kimsey Attachment I

1962 to Precent - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific eases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presentedme with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

Questioned Document Analyst - (Continued)

b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TDY consulting and advisory work.

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefits to Agency technical services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1397.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

I. DUTTE AND RESPONSIBILITIES

The analysis and Research Section is responsible for advisory, developmental and service work in the field of Grestioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range carabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically: .

- 1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Branch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Section Personnel and suggests available external facilities for analysis or research.
- 2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FZI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
- 3. Vakes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject to study.
- 4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation service as may be required.

(Continued on Page 2)

1946 to 1953 - Worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master Sargeant. My duties consisted of investigating crimes of security nature; member of a cerbat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. Puring this period, I co-authored two text books for the CIC school and revoce one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC school and lived and worked three years in two foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

19hl to 19h3 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lumber Industry, California

Additional Informatica upon request.

Hereza Elvard Kimsey 3000 Massachusetts Avenue, N. W. Machington 16, D. C. 20016 Telephone FEderal 8-6400

RESUME

I Personal | Married - No Children

II Education

- a Granzar School Oregon & California
- b Junior High School Oregon & California
- e High School Oregon & California
- d College Level GED (USAFI) 1948

III Special School and Training Courses

- a U. S. Forest Service School for Fire Control and Prevention, Shasta National Forest, California; 1939 and again in 1940.
- b U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1982
- c U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1946.
- d U. S. Forest School for Timber Disease Control (Elister Rust), Klamath Rational Porest, California, 1946
- e U. 3. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- f Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

IV Empirical Background

1962 to Present - Associated as a technical commercial with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of kighly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation. on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

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	26. Are you now, in have you ever been, a wearbet of the Communit Perty, U.S.A., the Communit Political Association, the Young Communit league, in any Communit veryoristical.	ĺ	Z
·	2° Am you go have you are box a manh of an forman of		
	of persons which is technicated, Income of the substance of which has adopted, or shown, a policy of about appara- we the commission of sets of force or receive to plany other persons their rights under the Constitution of the United States, or	1	١.,
	about steads to after the form of processers of the Lorent Stead Stead by the institutional means?		X
- 1	Et vere amouse to He and or It above in New State on a reparate three attached to and made a part of this application the names of all the requirements, associations, movement, counts or combination of premise and dates of membership. Core complete details of pair activities		
•	the experience, more even to commission of principle and date of members). (The complete details of poor activities to and make any explanation you have majority to we completely or activities. (Me having to Make).		
Ì	28 Plane you any physical handscap, cheener disease, or other disability/		X
-	28. Have you ever had a nersous breakdown'.		X
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L	C von animer to 10, 19, or 30 abore is "See" give details in Iron 39.		
	24. Have now ever been herred by the U.S. Cook Scook Commission from raising exeminations or accepting civil service approximent. III man aware in "Yes," give dates of and recommend of the initial time 30.1		,
	32. Even the United Series Constrained employ to a civilian capacity any relative of yours (by blood or matriage) with whom you live of		
1	Save lived within the fest 24 months?. E new active 11 West, free in Iren 10 fee 2.91M such relative (1) full name; (2) present address; (3) relativable; (4) department of species by which employed, and (3) book for advanced to the second second for the properties of the second for the sec	!	
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	33. No you receive on here you applied the ha annuals from the United States on District of Columbia Government under any extitement has we any pension or other compensation for multiplier navel service.		
-	If rome accuse is "Yes," give details in Iron 19.		Z
	34. Are you an official to employee of any Serve, trecitory, country, or municipality? E was somer is "Yes," give details in from 1934		
-			Z.
	38. Have you ever been docharged (filed) twom employment for any reasons	X.	
1	Me Have you ever realgand (quit) after being informed that your employer intended to discharge (fire) you for any reason?		1
	G poor acture to 35 or 35 above is "Ver," give details in Item 19. Show the name and address of englaver, approximate date, and reasons to now ture. This information should agree with statements made in Item 19-Laperscave.		.
\vdash			-
	37. Have you ever been assessed, taken into centrale, held for investigation or questioning, or charged by any law enforcement authority?	·	
	(You may omit: 11) Traffic violations for which you paid a fine of \$10 on less; and (2) anything that happened halore your 16th beibday. All other secularits must be inclosed, even though they were drinisted or you merely fertined collateral.)		2
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	38. While in the military terrice were you ever reverted for an offense which resulted in a total by deck court or by summery, special, or greeced court-matrial?	[\mathbf{x}
ı	It man agence to 17 or 38 is "Ver," give decole to live 19, iluning for each incident: (1) date, (3) thange, (3) place, (4) law enforcing		\neg
L	authority of type of court oriented matted, and (3) acres taken		_
_	10, SPACE FOR DETAILED ANSWIRS TO OFFICE QUANTIONS. Indicate term numbers to which answers apply.		_
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	Okinava, 1962.		- 1
	ATTENTION: READ THE FOLLOWING PARAGRAPH CAREFULLY BEFORE		
	SIGNING THIS APPLICATION		
	A false or dishonest answer to any question in this application may be grounds for rating you ineligible for Fe	deral	
	employment, or for dismissing you offer appointment, and may be punishable by fine or imprisonment (U.S.). Isto 18, Sec. 1001). All statements made in the application are subject to investigation, including a check of	Code,	
	fingerprints, palice records, and termer employers. All information will be considered in determining your pr	atent	
	fitness for Federal employment.		
	CERTIFICATION		7
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IF YOU NEED ADDITIONAL EXPERIENCE BLOCKS USE STANDARD FORM 57-A OR BLANK SHEETS SEE INSTRUCTION SHEET

19-26419-6

- 4. 15 April 1945 1 October 1946 Camp Superintendent 100 employees, laborers \$269% per annum \$3021 per annum SP-7 Yreka, California U. S. Forest Service U. S. Forest Service, Yreka, California Art London, & USFS, Ykreka, California Enlist in Counter Intelligence Corps, U. S. Army Supervised 100-man forest camp for the purpose of controlling timber disease.
- 5. 5 November 1943 15 April 1945 Laborer None \$0.90 per hour \$1.10 per hour Unknown McCloud, California Lumber, McCloud River Lumber Company, McCloud, California- James Herbert, McCloud, Calif. Return to the United States Forest Service. Operated lumber carrier and brakeman on small diesel locomotive.
- 6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts Intelligence NCO Combat Intelligence \$21.00 per month Sergeant Continental Limits of United States U. S. Army \$75.00 per month Supervisor - Unknown

U. S. Army

Honorable Discharge

Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation of information on the subject of enemy military operations.

- 7. 1 May 1939 to 10 May 1941 Forest Guard | None \$100 per month Unknown McCloud, California U. S. Forest Service ...United States Forest Service Farl Sullaway, McCloud, California McCloud, Culifornia Enlisted in the U. S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.
- 8. January 1935 to May 1939 Laborer Laborer in lumber : oil industry.

Herman Edward Kimbey 3700 Massachusetts Averue, N. W. Washington 16, D. C. 20016 Telephone FEderal 8-6060

RECUME

I Personal
Age No - Married - No Children

II Education

a - Grammar School - Oregon & California

h - Junior High School - Oregon & California

c - High School - Oregon & California

d - College Level GED (USAFI) 1948

III Special School and Training Courses

a - U. S. Forest Service School for Fire Control and Prevention, Chasta Mational Forest, California; 1939 and again in 1940.

b - U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1982

c - U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1986.

d - U. S. Forest School for Timber Disease Control (Blister Rust), Klamath National Forest, California, 1966

e - U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holadird, Maryland, 1946 and 1947.

f - Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

IV Empirical Eachground

1962 to Present - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,515. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; adviced and consulted with members of Senior Staff components of CTA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1762, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

1966 to 1953 - Worked as a Special Agent (ADS-1301) in the Army's Counter Intelligence Corp in the grade of Master Savgeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two text books for the CIC school and rewrote one other. Further, I experienced over 2,000 Lecture hours as an instructor in the basic CIC school and lived and worked three years in two Foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

1941 to 1943 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lamber Industry, California

Additional Information upon request.

I. DUTIES AND RESPONSIBILITIES

The analysis and Research Section is responsible for advisory, developmental and service work in the field of Questioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range capabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically:

- 1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Eranch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Continual Personnel and suggests available external facilities for analysis or research.
- 2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FEI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
- 3. Makes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject to study.
- 4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation service as may be required.

(Continued on Page 2)

4. 15 April 1945 - 1 October 1946 Camp Superintendent 100 employees, laborers \$2694 per annum \$3021 per annum SP-7 Yreka, California U. S. Forest Service U. S. Forest Service, Yreka, California Art London, \$ USFS, Ykreka, California Enlist in Counter Intelligence Corps, U. S. Army Eupervised 100-man forest camp for the purpose of controlling timber disease.

5. 5 November 1943 - 15 April 1945 Laborer

\$0.90 per hour \$1.10 per hour Unknown McCloud, California Lunber McCloud River Lumber Company, McCloud, California- James Sertert, McCloud, Calif. Return to the United States Forest Service. Operated lumber carrier and brakeman on small diesel locomotive.

6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts Intelligence NCO Combat Intelligence \$21.00 per month Sergeant Continental Limits of United States U. S. Army

\$75.00 per month Supervisor - Unknown

U. S. Army

Monorable Discharge

Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation of information on the subject of enemy military operations.

7. 1 May 1939 to 10 May 1941 - Forest Guard \$100 per month Unknown McCloud, California U. S. Forest Service United States Forest Service Earl Sullaway, McCloud, California McCloud, California Enlisted in the U. S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.

8. January 1935 to May 1939 Laborer Laborer in lumber cil industry.

Questioned Document Analyst (Continued)

b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TDN consulting and advisory

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in dations for participation in setting technical in the Agency. The recommensionnel identification methods or in financing such activity would be evaluated on services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the G3-1397.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to G3-14, 1958.

ATTACH SUPPLEMENTAL SHEETS OR FORMS HERE • ANSWER ALL QUESTIONS CORRECTLY AND FULLY

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Herman Edward Kimsey 3700 Massachusetts Ave., N.W. Washington, D.C. 20016 Telephone: FEderal 8-6400

FERSONAL

Age: 46 Marital Status: Married, no children

EDUCATION

Grammar School - Oregon and California Junior High School - Oregon and California High School - Oregon and California College Level GED (USAFI) 1948 Special Schools and Training Courses:

- 1. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California; 1939 and again in 1940.
- 2. U.S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942.
- 3. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California, 1945.
- 4. U.S. Forest School for Timber Disease Control(Dlister Rust) Mamath National Forest, California, 1946.
- 5. U.S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- 6. Instructor Guidance Course, U.S. Army CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

EMPIRICAL BACKGROUND

From 1962 to present, I have been associated, as a technical consultant, with Security Associates, Inc., Washington, D.C. specializing in commercial and industrial security.

From 1953 to 1962, I was an Intelligence Officer with the U. S. Government, Central Intelligence Agency (Annual Salary \$11,415, GS-13). As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with Senior Staff components of CIA; delivered numerous technical briefings to both U.S. and foreign police and intelligence services; initiated and maintained liaison with other U.S. Government components; activated and directed research projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous ether agencies engaged in police and intelligence.

I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that

Prom 1946 to 1953, I worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master/Sorgeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two textbooks for the CIC School and rewrote one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC School and lived and worked three years in

1945-1946 I held the position of Camp Superintendent of a 100-man forest camp engaged in timber disease control, U.S. Forest Service, California. 1941-1943 Military Service, U.S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939-1940 Forest Guard, U.S. Forest Service, California

1935-1939 Lumber Industry, California Additional information upon request

Herman Edward Elmsey 37 - Hassrchusetts Äve., H. W. Washington 16, D. C. (20016) Telephon: FZdoral 8-6406

RESIDE

I Personal -

Age 46 - Harried - Mo Children.

- II Education
 - a Grammar Sel. sol Oregon & California.
 - b Junior High School Oregon & California.
 - c High School Oregon & California.
 - d College Level CED (USAFI) 1948.
- III Special Schools and Training Courses
 - a U. S. Porest Service School for Fire Control and Prevention, Shasta, National Porest, California: 1939 and again in 1949.
 - b U. S. Army Chemical Harfare School for Instructors, Comp Claiborne, Louisiana, 1942;
 - c U. S. Forest Service School for Fire Control & Prevention, Shasta, National Porest California, 1945.
 - d U. S. Porest School for Timber Disease Control (Blister Rust) Klamath National Forest, California, 1246.
 - e U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
 - f Instructor Guidance Course, U. S. Army CIC School, Fort Helabird, Maryland - 1947 and again in 1952.

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camp engaged in timber disease control, U. S. Forest Service, California. 1241-1243 Hilitary Service, U. S. Army, Intelligence SCO, MOS 631, Combat Intelligence.

1939-1930 Porost Guard, U. S. Porest Service, California. 1935-1939 Le Per Industry, California.

Additional incornation upon request.

Countinged Document Analysis - Co-12 (Scotlan Chief) - page 2.

b. Section Chief participated in catablishing document analysis facilities in foreign governments and present plans call for continuation of this TDY occupating and advisory work.

periodically briefs Foreign Intell. Services and Agency porsonnel. These briefings cover general capabilities of the Section and are intended to inform the student of the questioned document problem.

II. SUPPRIVISION BECUTARD:

The Section Chief receives technical requests directly from customers and advised them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative mattern. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommundations for participation in setting technical standards for mechanical and personnel identification mathods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefit to Agency technical services to intelligence effects.

III. QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1377.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED . 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME

SERIAL ORGN GR-ST OLD SALARY NEW SALARY

KIMSEY HERMAN E 161555 44 49 GS-13 3 \$10,370 \$11,155

757 EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL -

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PERSONNEL FOLDER

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 85, - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-SIEP OLD SALARY NEW SALARY KIMSEY HERMAN E 161555 GS-13-1 \$ 8,990 GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

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C. F. COLOR STREET, COMMISSION
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CENTRAL INTELLIGENCE AGENCY

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SECTION C EVALUATION OF OVERALL PERFORMANCE IN CUI	RENT	P051	TION				
ake into account everything about the employee which influences his effectiveness in luties, productivity, conact on job, Couperativeness, pertinent personal traits or habits our knowledge of employee's overall performance during the rating period, place the ralatement which most accurately reflects his level of performance.	, porticu	lar lin	nitution:	s o/ fa	lents, spondir	Busi ng te	no be
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6 - Performance in every respect is outstanding.					٠		
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Mr. Kimse:	y possesses a wealth of know	dedge in hi	s technical field which, wi
skillfully and tactfu	lly utilized, helps to increas	se the prod	uctive capability of his
Section's activities	•		e de la companya del companya de la companya del companya de la co
This thorough	gh knowledge of A&R activiti	gs enables	him to present his oral
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SECTION F	CERTIFICATION AND CO	MENTS	
1.	BY EMPLOYEE		
1 00	ertify that I have seen Sections A, B, C	, D and E of th	is Report.
DAYE	SIGNATURE OF EMPLOYEE		
7 March 1962			
2.	BY SUPERVISOR	-	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYER, G	VE EXPLANATION
58			
	IF REPORT IS NOT BEING MADE AT THIS T	IME, GIVE HEAD	+ 1 · · · · · · · · · · · · · · · · · ·
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7 March 1962	DC/TSD/GARB		Szego.
	BY REVIEWING OFFICE		
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	MPLOTEE A LOWER EVALUATION.		,
I CANNOT JUDGE THESE EVA	LUATIONS. I AM NOT SUPPICIENTLY PAMIL	IAR WITH THE EA	PLOYEE'S PERFORMANCE.
OMMENTS OF REVIEWING OFFICIA	L		
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The particular warrant	"	•		•

Subject continues to perform his duties as Supervisor of chairful complex A&R activities in a competent manner. His knowledge of the lechnical aspects of his Sections' many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

SECTION F	CERTIFICATION AND	ONNENTS
1.	BY EMPLOYEE	
	certify that I have seen Sections A, B	
DATE	SIGNATURE OF EMPLOYEE	C, D and E of this Report.
31 January 1961		1/01/
2.	BY SUPERVISOR	N.G. Simsey
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
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31 January 1961	DC/TSD/GARB/	PAUL J. SZEGO
3.	BY REVIEWING OFFIC	IAL
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31 January 1961	Chief, TSD/GARB	JOSEPH F. MARZEN

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2. FOR 7	3-6-57	JOSEPH F. MARZEN FELLE Man CITSS/GARD.	
A. THIS	DATE	B. TYPIO OR SOLETED THIS SEPTEM AND NOTED ANY UTILIBRACE OF OPINION 19 ATTACHED W	LWU.
13	1.3:57	CHARLES J. RYAN A CANAL ACTURED THE PROPERTY OF THE PROPERTY O	FICTAL
SECTION	G.	ESTIMATE OF POTENTIAL	
1. POTEN	TIAL 75 455	OME CREATER RESPONSIBILITIES	·
DIRECTIO	NS: Conside bilities	ring others of his grade and type of assignment, rate the employee's potential to assume g. Think in terms of the kind of responsibility enacts the employee's potential to assume g.	
work.	•	the various levels in his k	ind of
		ADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED FLACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	
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L	1 3	PROHABILY ADMIST OUTCOME.	1
RATING NUMBER	7 - 34 11	FOR ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PHESENT LEVEL. PCEPTIONAL PERSON WHO IS ONE-OF THE FER WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF H L RESPONSIBILITIES	
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	119567 25159		
miswer is	YES, indica	this question: Has this person the ability to be a supervisor? Yes No If ste below your opinion or guess of the level of supervisory ability this person will teach. Indicate your opinion by placing the number of the	your
O CADLE	TRAINING.	Indicate your opinion by placing the number of the descriptive rating below which comes elements	AFTER
rating in	the ectua	printed your diffused by placing the number of the descriptive rating below which comes chippinion in the appropriate column. If your rating is based on observing him supervise, note the column. If based on opinion of his potential, note the rating in the "potential" column	your
DESCRIP	9 e sa gr	AVE NO OPINION ON HIS SUPERPLICANT DATE.	
RATIN	2 . 9	TELEVE INDIVIDUAL WOULD BE A WEAR SUPERVISOR IN VHIS KIND OF SITUATION	- 1
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the lef	t of each statement is a box	under the	heading "category," Read c	nch stateme	ent and insert in the how the
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	FITNESS REPORT	_
	The Fitness Report is an important factor in agency personnel management. It seeks to provide: 1. The agency selection board with information of value when considering the application of an individual for mechaniship in the variet service; and 2. A periodic record of job performance as an aid to the effective utilization of personnel,	
	INSTRUCTIONS	-
	TO THE AUMINISTRATIVE OR PERSONNEL OFFICER: Consult current edministrative instructions regarding the relitation	te
	D) THE SUPERVISOR: Rend the entire furm before attempting to complete any item. As the supervisor shy seeign directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, see nesses, and on the jub effectiveness as revealed by his day-to-day activities. If this individual has been your supervision for less than 30 days, you will collaborate with his previous supervision for less than 30 days, you will collaborate with his previous supervision. The wife sure the reput out the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his such, so that in a general way he knows where he stands.	6 .
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L	TE IS OPTIONAL MIETHER OR NOT THIS PLINESS REPORT IS SHOWN TO THE PRESON BEING BALLO	
ŀ	SECTION I (To be filled in by Administrative Offices)	_
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	23 Marych 1953 TSS Graphic Arts Repro Div	•••
	2. DATE that there report is out in Period Covering by this Report Conclusive dates,	na-
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	SECTION III	i
i i	certify that, during the latter half of the period covered by this report, I have discussed with the rated iedi- tual the manner in which he has perfused his jub and provided suggestions and criticisms wherever needed. I be- we that his understanding of by evaluation of his perfusemence is consistent with my availation of him as evi- nced by this litness report and I have informed him of his actional him seed on the pole affective cas performance during the report period has been unsatisfactury, there is alreaded a copy of the memorandum enti- ing him of unsatisfactory performance.	
'n i	a report has has not been shoen to the individual rotal.	
	S Care Standing or every (Captures's imperface supercious)	
-	29 November 1955 CHARLES YECH, JR. Charles Using	
- [CHARLES J. RYAN	
	NO. 37-189 POLYTONS OF THIS SECRET	:

			SECTION	11						
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OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AND			===			!								==
CONTINUOUS SUPERVISION.								<u>}</u> _				!-		
50: A GOOD SUPLAVISOR.			SECT	ION Y										
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Broad knowledge of technical aspects of intelligence and counter-intelligence work, particularly in the authentication field.

B. BHAT ARE HIS OUTSTANDING WEARNESSEST

Excessive enthusiasm in his own field which causes him to "overtalk" occassio ally; at times this results in an unconscious reaction by his hearers to give information he is passing on a lower professional evaluation than is justified.

C. INDICATE IF YOU THING THAT ANY TINGLE STRINGTH OR	n ilita lai
The state of the s	of anning delations are other consequentions.
See "A" above.	BEFICE OF PERSONNEL
	. '
D. DO YOU FILE THAT HE BEQUIRES CLOSE SUPERVISIONS	X 1 C Oit's 5 2 12 PH '55
Continued contact with questioned docur	nent profession; no formal training in this
field available. Training in managemer	it and/or broad operational administration wi
- Dersonnil eitention (mobile land momentum	
teport but which have a bearing on effective utilization.	tic habits or characteristics not covered elsewhere in the office dispersion):
and the state of the second confidence becomes a part of the second seco	TION VI
Read all descriptions before rating. Place "X"	in the nest appropriate bet under subsections A.B.C.AD
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Haved upon what he has eard, his actions, and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	1. MAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
HAS HAD SPICIFIC GOIDANCE OF TRAINING, HE OFFIN FAILS TO CARRY OUT HISPONSIBILITIES COMPETENTLY.	A HAS STRONG AGUATIVE ATTITUDE TOWARD AGENCY IRRID BY RESTRICTIONSRIGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- BIONALLY REVIELS SOME AREA OF WEARINGS. 4. PERFORMS DUTIES IN A TYPICALLY COMPLIENT, EFFECTIVE MANNER.	3. FENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY., BOTHERED BY MINUR PHINTERATIONS
A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY MELL. 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING	WILL CHIT IF THESE CONTINUE. 4. HIS ATTITUDE TOWARD THE ALPHOY IN INDIFFERENT HAS "BALL AND SPEC" ATTITUDE, WOULD LEAVE IF SUMIONE OFFERED HIM SOMETHING BITTER.
MANTER THAT HE IS SQUALLED BY FEW OTHER PIG. SONS ENUMY TO THE RATER, 5 THIS INDIVIOUS BITTER QUALIFIED FOR WORK IN SOME	3. TENDS TO NAVY FAVORABLE ATTITUDE TOWARD AGENCY . MARTS ALLOWANCES FOR RESTRICTIONS IMPOSED BY NORTHING FOR AGENCY. THIRMS IN TERMS OF A CA-
THER AREAS [] NO [] YES. IF YES, WHAT?	REER IN THE AGENCY. 6. DEFINITELY HAS PAYORABLE ATTITUDE TOWARD THE AGENCY, BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDIAGOR TO MAKE A
•	CARLER IN THE AGENCY,
	PLACE BUY IN THE AGINCY.
DIRECTIONS: Considering others of this person's grade and type of assignment, how sould you rate him on potentiality for assumption of greater responsibili- ties normally indicated by promotion.	Or Distritors: Consider everything you have shout this person is making your reting, whill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.
1. HAS BEACHED THE HIGHEST GRADE LEVEL AT SHICH SATISFACTORY PENFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
2. IS MARING PROGRESS, BUT NEEDS MORE TIME IN PRISENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN SE RECOMMERCED.	2. OF COUNTFUL SUSTABLETY, BOULD NOT HAVE AC- CEPTED HEM IF I HAD RAGBE MEAT I KNOW NOW.
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE MEAT HEGIER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.	1. A BARSLY ACCEPTABLE EMPLOYEE, GEFINITELY BELOW AVERAGE BUT WITH NO BEARNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE MERT HIGHER GRADE. 5. IS ALREADY PERFORMING AT THE LEVEL OF THE MERT	4. A TYPICAL IMPLOYEE, HE DISPLAYS THE SAME SUITA- BILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENTY. 5. A FINE IMPLOYEE - HAS SOME GUISTANDING
ALGHER CHARL . A. AN EXCEPTIONAL PERSON BHO IS ONE OF THE FEB BHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	STRENGTHS. STRENG
WINT.	7. FACTULED BY ONLY A FER IN SUITABILITY FOR BORE IN THE AGENCY.
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FITNESS REPORT
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TO THE ADMINISTRATIVE OF PERSONNER, OFFICER: Consult current educative instructions regarding the initiation
TO THE SCPLEY TOR: Read the entire form before attempting to complete any item. As the supervisor sho assigns, directs add reviews the suck of the individual, you have privary responsibility for evaluating his strengths, seas-nesses, and unithely ull effectiveness as revealed by his dividual, your supervision for fess than 35 dess, you sill cullaborate with his previous supervisors to make sure the report is accurate and adopted. Primary responsibility rests esto to correct supervisor. It is assumed that, throughout the person this individual has been under your supervisor, you have discharged your supervisory responsibility tests esto to correct supervisor that it assumed that, throughout the person this individual has been under your supervisor, you have discharged your supervisory responsibilities of the stands.
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17 IS OUTTOWN. WHETHER OR NOT THIS FI WASS APPORT IS SHOWN TO THE PERSON THING BATES I
SECTION I (to be filled to by Administrative Officery 25 14/33 1. NAME (Last) (First) (Middle) Sale Sale Sale Sale Sale Sale Sale Sale
23 March 1953 UDP TSS GARD
DOC! PERSONNELL CONTRACTOR CONTRA
25 December 1954 22 December 1953 to 23 December 1954
SECTION 11 (12 by 1) Judge to by Supervisors
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Chief, Analysis & Research Branch 1290-01 1 February 1954 3. MERS SPECIAL ASSISTMENTS OF TEXAS AND TRAINED OF THOSE STATES TO PERSONNEL TO SEE MORTHS TRAINED.
makes analyses of documents preliminary to reproduction;
determines necessity for special procurement of paper, cloth, other materials;
determines existence of check points, departures from normal security printings;
makes critique of finished reproduction. Conducts questioned document analysis for
operations deaks; detection of forgeries, alteration; comparisons of handwriting,
typing. Conducts training in field expedients of document reproduction and authen-
tication; conducts briefing in general graphic arts activity. Researches into and
develops new and field methods for document authentication and alteration.
Maintains liaison with government and commercial organizations active in fields of
documentation, police sciences, etc.
PEAD THE ENTERE FORM REFORM ATTROPETING TO COMPLETE ANY ITEM
SECTION 115
vidual the manuar in which he has performed his job and provided expessions and criticizes wherever needed. I be- lieve that his understanding of my evaluation of his performence is consistent with my evaluation of him as evi- denced by this fitness report and I nove informed him of his strengtrs, weaknesses, and unother job effectiveness If performence during the report period has been unsetisfactory, treve is attached a copy of the memorandia noti- fying him of unsatisfactory performence.
This report has X has not been shown to the individual rated.
14 Lec. 54 Grant es Yech Charles Side
HAVE SEVERALD THIS REPORT (Commence, it ans, are collected to affailed accordanding
15 De C James H. Drum Ochemin H. Decem

TORN NO. 37-189 PREVIOUS ESTITIONS OF THIS

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D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION!	X an yes, anys
No	·
E. BHAT FRAINING DO YOU RECONNEND FOR THIS INDIVIDUAL!	
None at present.	
. Other country findicate dece general traits, speci	lic habits or characteristics not covered elsewhere in the
report but which have a bearing on effective utiliz-	ation of this person):
	TION VI
Read all descriptions before rating. Place "X"	in the most appropriate box under subsections A,B,C;&D
DIRECTIONS: Consider only the shill with shich the person has perfureed the duties of his job and rate	C. DIRECTIONS: Based upon what he has said his section
him accordingly.	and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	l
INCOMPETENT.	1. HAS AN ANTAGONISTIC ATTITUDE TOBARD THE AGENCY BLL DEFINITELY LEAVE THE AGENCY AT THE FIRS
2. BARELY, ADEQUATE IN PERFORMANCE! ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE	OPPORTUNITY.
OFTER FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY INKED BY RESTRICTIONSREGARDS AGENCY AS A
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA.	TIMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
SIGNALLY PLYEALS SOME AREA OF MEANINGS.	3. TENOS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
4. PERFORMS OUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.	THE AGENCY. BUTHERED BY MINUR PRUSTRATIONS
3. A FINE PERFORMANCE CARRIES OUT WANY OF HIS	4. HIS ATTITUDE TOWARD THE AGENCY IS INDISESSED.
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•	6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY. BARRING AN UNEXPECTED OUTSIDE OPPOR
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•	CAREER IN THE AGENCY. 7. HAS AN ENTHUSIASTIC ATTITUDE TORARD THE AGENCY
	. FILL PROBABLY NEVER CONSIDER MORKING ANY.
•	PLACE BUT IN THE AGENCY.
DIRECTION	
DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on	D. DIRECTIONS: Consider everything you know shout this
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ties normally indicated by promotion.	conduct on the job, personal characteristics or habits, and special defects or talents.
T. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH	l
SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN	DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED.
PRESENT CHADE BEFORE PROMOTICAL TO A NICHER	2. OF DOUBTPUL SUITABILITY BOULD NOT MAYE AC. CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	A BARELY ACCEPTABLE EMPLOYES, DESIGNATELY DELON 1
THAT PIWILE GRADE, BUT MAY NEED TRAINING IN 1	AVERAGE BUT WITH NO REAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
4. WILL PROBABLY ADJUST QUICKLY TO THE HOAR	1 4. A TYPICAL EMPLOYEE, ME DISPLAYS THE SAME BULLA !
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MIGHER GRADE.	5. A FINE EMPLOYEE . HAS SOME OUTSTANDING
4. AN EXCEPTIONAL PERSON BHO IS ONE OF THE FEB	STRENGTHS. 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
MHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	REQUIREMENTS OF THE AGENCY.
1	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR AGRA
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	RERSONNEL EV	ALUATION REPORT	A. A.
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555 STOSPARMIC PROFILE (PART 2)

KIMSEY, Herman Edward

Dec 1716

Fitness Report Dec 1957 - Jan 1959 -- "...is a very competent sizerzisor from a technical standard in that he has a thorough applicable knowledge of the complex ARR activities. In many respects this tends to contribute to his main weakness in that he measures the potential of his personnel by his own level of proficiency rather than a team level. This creates a situation whereby he has tendency to conform many functions which he could delegate to his personnel." Rater, P. J. Szego. Reviewer, J. F. Marzen.

Fitness Report Jan 1959 - Jan 1960 -- "...thorough technical invaledge of A&R activities qualifies him as a competent Supervisor. Since the last reporting period, he has delegated more responsibilities to personnel under his supervision. This, in effect, has increased the productive capability of his Branch." Rater, P. J. Szego. Reviewer, J. F. Marzen.

Appreciation 1903 from Chief, NAA, for excellent work on Report C-115 performed by TSS personnel. Stiermed by Chief, CARO/719.

Consensation 1965 from the field, conveyed by the Career Ranagement Officer, TSS, for efficiency in rendering support to an operation.

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SECRET Security Information

Name: Last, First Middle

TO:

All C. I. A. Personnel

FROM:

Personnel Director

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

- 1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate a data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.
- 2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

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flouge & Milm George E. Meloon Personnel Director

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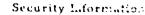
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PERSONNEL QUALIFICATION QUESTIONNAIRE

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SEC. II. WORK EXPERIENCE

1. CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc., and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

Office Position	
Office GARD/TSS Position Title: ==	
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SEC. II. WORK EXPERIENCE (CONT'D.)

2. Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.) See Military Work but to make Siece XVI

From May 46 To Oct. 46 Tot. mo's 5	Exact Title of your position Carp Supt.
From May 46. To Oct. 16 Tot. mo's 5 Classification Grade (if in Federal	
Service) SP-7 Salary \$3021.00	Description of Duties: Timber disease control,
Number and Class of Employees	dicting forest fires, camp administration (food,
Supervised: 100 laboratiskilled	zav. project records, etc.)
Employer H. R. Forest Service	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Forestry	Duty Station if overseas:
From Apr 1.5 To apr 1.6 Tot. mo's 12 Classification Grade (if in Federal	Exact Title of your position Camp Supt.
Classification Grade(if in Federal	
Service) OPC 7 Salary \$2694.96	Description of Duties: Hazard Reduction project,
Number and Class of Employees	freeing forest fires, camp administration, (food,
Supervised: 35 laborers	ray project records, etc.
Employer H. S. Forest Service	
Kind of Business or organization	
(i.e., paper products mfr, public	. 4
utility) Forestery	Duty Station if overseas:
From _{Oct. 14} To apr. 45 Tot. mo's 7 Classification Grade (if in Federal	Exact Title of your position Brakeman
Classification Grade (if in Federal	
Service) Salary\$1.10 per hr	Description of Duties: Brakeman on Deisel loco.
Number and Class of Employees	
Supervised: none	
Employer Eccloud River Lbr. Co.	
Kind of Business or organization	
(i.c., paper products mfr, public	
utility) (webox	Duty Station if overseas:
Fromune 14 10 Oct 14 Tot. mo's 4	Exact Title of your position Laborer
Classification Grade(if in Federal :	
Service) Salary 590,00 + Lyper	Description of Duties: Working with horses, cattle
Number and Class of Employees	and crops.
Supervised: none	• .
EmployerBrown Shasta Ranch.	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Horse racing and breeding	Duty Station if overseas:
From nec 13 To June Wifot. mo's 7	Exact Title of your position laborer
Classification Grade (if in Federal	
Service) Salary 390 per hr	Description of Duties: Handle lumber & Operate
Number and Class of Employees	racrines.
Supervised: none	
Employer McCloud River Lbr. Co	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Lumber	Duty Station if overseas:
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From 5 Oct 1940 to 10 May 1041. Total months 7. Classification Prace (If in Federal Tervice) Selary75 per 6 Mumber and class of employees supervised None Employer Telloud River Lumber Co. Kind of Rusingss Fember
Exact Title of your positionBrakeman Description of OutlesBrakeman on a diesel locomotive. Duty Station if Overseas
From 1 May 19h0 Tol Cet 19h0 Total Months 5 Glass. Grade (if in Federal Service) Wak Salary 3160.00 per mo. Number and Glass of Employees Supervised 10-20 laborers
Saployer U.S. Forest Service
Kind of Business Forestry Exact Fitle of your Testition Forest Bused
Description of your duties Suppression and provestion of Forest Fires, enforcement of Forest Laws, & maintainance of Forest & equipt
Suby station if overseas
From 1 Get 1939 Tol May 1940 Total months 7 Glass. Grade (If in Federal Service) Salary 0.65 cer hr. Humber and class of employees supervised Mone
Miployer Count River Lumber Company Mind of Sudiness Lumber
Exact Title of your position <u>Brokeman</u> Description of your duties <u>Brokeman on diesel locopotive</u>
Duty station if oversess
From 1 May 1939 TO 1 Oct 1939 Total Wonths 5 Class. Grade (if in Federal Gervice) Walk Salary S100.00 per month. Number and class of employees supervised 10-20 laborers
Taployer US Forest Service
Min'l of business Tower's
Exact title of your position Forest Guard Pescription of your duties Suppression and prevention of Forest
Duty station if overseas



From 1 Oct 1938 To 1 Jan 1939 Total Months Unemployed

2

are any search to	·
From 1 Jan 1920 To 1 May 1939 Oleas, Oredo (If in Federal C	Total Nonths h
Class. Oredo (if in Vederal C	Corvice) Salary 0.0% per to
Number and class of Employees	supervised lione
Employer McCloud Miver Lugber Mind of business	Company
Hind of business	£ 131 133933
Exact Title of your position	(implement)
Description of your duties	implement on a deisel locomotive
Duty stabion if overseas	

Fromc May 1037 To 1 Cot 1038 Total Months Class. Grade (if in Federal Corvice)	5
Class. Grade (if in Federal Terrice) Emmber and class of Employees supervised	Salary 150.00 per mo. Yone
Amployer Union 011 Company Kind of business 011	
Exact Title of your position Policy tank-to Description of your duties. Sale and delive	mick salesman. bey of oil & masoline to
stations. Duby station if overseas	
Tel 2027 Tel 42-42 7022 Tel 22	20
From Feb 1935 To /pril 1932 Total months Class. Orade(if in Federal Service) Number and class of employees supervised	alauy 0.50 per hr None

Employer Collord Siver Fundar Company
Kind of Dusiness - Europe
Exact title of your position - Brakeman
Description of your duties - Brakeman on dievol lecomolive.

Duty station if overseas.





SEC. II. WORK ENPERIENCE (CONT'D)

3. Special Work Experience: Check you may have been employed. 01 U.S. Secret Service 02 Civil Police (Forest Service) 03 Military Police 04 U.S. Border Patrol 05 U.S. Narcotics Squad 06 FBI 07 Criminal Investigation Div. 21 Office of Naval Intelligence	24 Air Force A-2 25 Foreign Econom 26 Y Counter Intellige 27 Immigration & P 28 Strategic Service 29 Foreign Service 30 Central Intellige	nic Admin, ence Corps Naturalization es Unit , State Dept.
22 Office of War Information	32 Coordinator of In	dormation
23Army G-2	33 Office of Facts &	
20 Office of Strategic Services	34 Board of Econon	nic Warfare
SEC. III. FOREIGN LANGUAGES	35Federal Commun	ications Comm.
List below the foreign languages in whi	ah wan hama dama adama.	
include uncommon modern languages.	Check (X) your competer	conce. Be sure to
, and a second s	Check (A) your competer	ice and now acquired.
	COMPETENCE	HOW ACQUIRED
	, A	Trory VCori
	ent to but obvious and a set of a set o	Occupation 21c, 25 car etc.) CIA training
LANGUAGE	Equivalent to Native Fluent Fluent but ob Foreign * Adequirte for Research ** Adequate for Travel Limited Knowledge	Native of Country Prolonged Residence Contact (Parents, e Academic
Hapanese	X	X
		
* If you have checked 'Fluent' for a languand written form (e.g., Arabic), explain	age that has significant d n your competence herein	itterence in spoken
**Specialized Language Competence: Des involving vocabularies and terminology cations, and military fields. List the la	in the scientific, engine	ering, telecommuni-
- CEC	RET	
JEC	1017 4	

SEC, IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study	Manner in Which Knowledge Was Aquired (check (X) one)			
	Etc.	Haridame	Fravel	Study	
Japan	19/Pe19/9	एटट प्रमुग्ना व स			
	1950-1950	Y			
	1951-1951	Х			
Zoros	1950-1961		X (wan)		
			- - (

2. Specialized Knowledge of Area

List speculized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	The second second second	
Country	Type of Knowledge	How and When Gained
		4
	 	
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SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill :	Per Cent of Time Used	Not Used	WPM (Appro Proficiency)				ignme Otten	
Typing	1.	2.		1.		Yes	2.	No
Shorthand		4.		1.		Yes	2.	No
Shorthand S	Systom: 1.	Manual 2.	Machine 3.	Speedwrit	ing.			

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such
	Horses, swisming, archery, boating, photography, and wearons,

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which
Mort hold was make a public.
tare the same for identification
Yourstoan, Ohio

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SEC. VIII. PUBLICATIONS				<u></u>
continue from Liction: Dru	fessional	or scien	tific art	icles,
I amount interset subjects current events, etc.	netion; r	iovers, s	HOLL STO	ries, etc.)
of any published materials of which you were t	uthor or (co-autho	r.	•
of any published materials of which you				-
Co-suther of 2 text books at the Counts	n listelli	rence Cor	n School	
Co-suther of 2 text books at the tourist	ration and	Descript	ion	
	al Eviden			
	andbook fo	or CIC As	ents.	
Co-suther of the GIC Investigator. Al	TOTAL STATE OF THE	XAXA.V.		
SEC. IX. INVENTIONS				-
Describe any devices you have invented as to t	ype of wor	rk for wh	ich inte	nded
and whether patented.	•			
Device	·	ŀ	atented	
DUVICE	(1)	Yes	(2)	No
	105	Yes	(2)	tio
	105	Yes	(2)	No
SEC. X. CIA TESTS Describe below the type of tests which you hav Type of Test	e taken in	CIA:		Taken
Personnel Chialification Tests			Nov 1	913
SEC. XI. PHYSICAL HANDICAPS	•			
List any physical handicaps you may have.				
List any physical manueaps you may				
SEC. XII. OVERSEAS ASSIGNMENT				
Are you willing to accept periodic tour of duty	overscas?			
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SEC. XIII. WORK ASSIGNMENT	ton what a		ne in Ci	A do
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If yes, complete the	ollowing.	,	
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EC. XV. CIA TRAINING	rses or subjects you hi	ive taken while in the CIA.	
Course or Subject		(from) Dates (to)	Hours
EC. XVI. REMARKS			
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CERTIFICATE OF ATTENDANCE

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APPOINTMENT AFFIDAVITS

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A. OATH OF OFFICE	
domestic; that I will bear true faith a	titution of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely cose of evasion; that I will well and faithfully discharge the t to enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY	TY AND AFFILIATION
I am not a Communist or Fascist, that advocates the overthrow of the Go unconstitutional means or seeking by fo Constitution of the United States. I c	I do not advocate nor am I a member of any organization overnment of the United States by force or violence or other wee or violence to deny other persons their rights under the do further swear (or affirm) I will not so advocate, nor will be during the period that I am an employee of the Federal
C. AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL GOVERNMENT
so engage while an employee of the Gov an organization of Government employe	ast the Government of the United States and that I will not reminent of the United States; that I am not a member of ces that asserts the right to strike against the Government, while a Government employee, become a member of such
D. AFFIDAVIT AS TO PURCHASE AND SAL	E OF OFFICE
I have not paid, or offered or promis firm or corporation for the use of influen	ect to pay, any money or other thing of value to any person, are to procure my appointment.
E. AFFIDAVIT AS TO DECLARATION OF AP	POINTEE
The answers given in the Declarat correct.	ion of Appointee on the reverse of this form are true and
	and the said
(Unite of endrance on duty)	Deman Especiates
Subscribed and sworn before me this	23rd day of March , A. D. 19.53
, Washington D.C.	
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DECLARATION OF APPOINTEE

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S. CINCE YOU FILED APPLICATION RESULTING IN THE BITS DECEMBED, OR FORCID TO PESION, FOR IN PACIOUS DEWICE FROM ANY POSITION. If your answer is "Yes", give in Item 10 to of employer, date and receive in each ca	HINDAU XT OR UNIATIS		X						••••••	
A MAYE YOU BEEN APPETIED (NOT INCLUDING TO WHICH YOU WELL THIND IS ON LOSS, ON CONTINUELES) SINCE FOUR HILLD APPLICATION RESULTING I If your nearboard in "Yea", first all much continueles on anilation; (1) the name and levation appendix imposed, if any, or other during if appointed, your fingerprints will be to	noon under Item 10. In the world the notice of the notice		χ							
	INCTRUCT	O.V.C	70	*****	ITING OSS	1059				

INSTRUCTIONS TO I The appointing officer before where the foregoing certificate is made shall determine to be own satisfaction that this approximate wave be in conformance with the Civil ference Act, spile and Could Could Brook Kides and Regulations and serie of Congress pertaining to appointment.

This form should be riched for holding of office, pension, suitability in conperion with any second of recent discharge or arrest, and particularly for the following:

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following:

(1) Identitie of appointes—It is the duty of the appointing officer to guard agonst increasiation and to determine beyond reme each country that the appointer is the same person whose appearment was a structure). The appointer is appeared and handwriting are in the compared with the applications and or other fortunant papers. If the appearance must be application, the upper up on this form should be compared into the appearance not the spiriture of appearance must be considered in the appearance must be choosed agonstic on my appearance must be choosed agons the product of

PPOINTING OFFICER

(7) Age —If definite ego limits have bemoestablished for the position, is should be determined that applicant is not outside the age tange for appearance. Until social determines on a made, the appointment new not be consumeration. On the specialing office is responsible for observing the citizenship pero access of (1) the Civil Service Rules and (2) appropriation in the Serie of Constitutes an abilitiest for both purposes and is acceptable proof of citizenship risties in the absence of conflicting existence. In the obtaining the exposuration as the existence storted not be constituted and clearance has been exceed from the exceptions of the Civil Service Commission.

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PART III.--DETERMINING CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

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CONFIDENTIAL SECURITY INFURNATION

SECURITY APPROVAL

Date: 6 Feb. 1953

TO: Chief, Covert Fermonnel Division

Your Reference: 1-2594

FROM: Chief, Security Division

Case Number: 71129

SUBJECT: KIMSEY, Herman Edward

1. This is to advise you of security action in the subject case as indicated below:

Security approval to granted the subject person for access to clausified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional eleganace for full duty with CiA under the provisions of paragraph H of Regulation 10-9

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of the E.O.D. procedures.

E. P. Goiss

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CONFIDENTIAL

FORM NO. 38-101

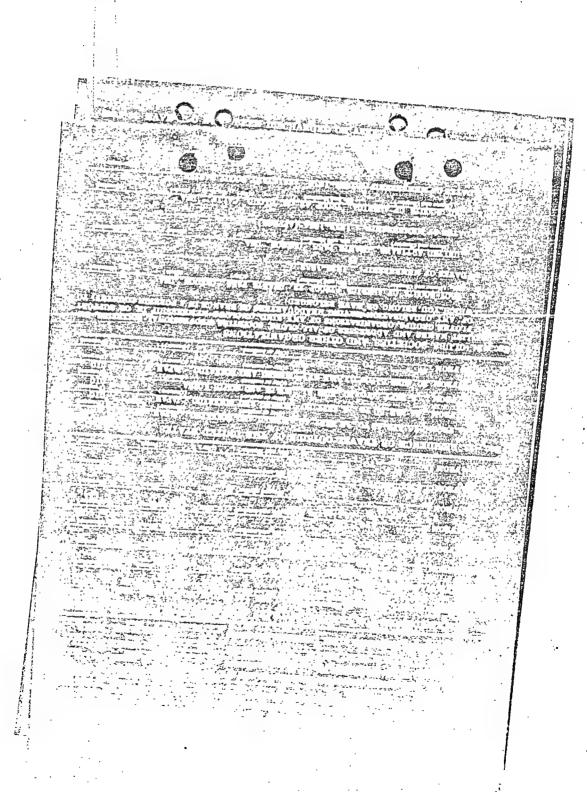
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